

Pay Update

Following the submission of the detailed pay claim by the NASUWT, talks with the States of Guernsey have been ongoing for some time. The States' final offer is 1% effective from 1 September 2017, and 2.4% effective from 1 September 2018. This offer is less than the Retail Prices Index (RPI) inflation rate over this period and represents yet another real-terms pay cut, compounding the erosion of pay over the last decade.

Simultaneously with the pay offer being made, there have been several announcements regarding the improvement in the Guernsey economy and States finances, including a £25m surplus for the last financial year, indicating that the States are able to afford a substantially higher uplift. Additionally, the pressures and uncertainty facing the teaching profession are not abating, and the States will need to ensure pay remains competitive in order to recruit teachers to the island and retain them.

As no agreement has been possible, the Industrial Disputes Officer has been engaged and a process of conciliation has begun. The NASUWT hopes that the States will respond positively and increase the current offer.

Members will be kept informed of the progress of the dispute process.

School Inspection

The Committee for Education, Sport and Culture has announced that from September 2019, Ofsted will be engaged to inspect schools and colleges in Guernsey and Alderney. The NASUWT was not consulted and had no prior knowledge of the announcement.

Whilst the NASUWT has always been clear that schools and colleges are held accountable for their work with learners, it is essential that they are held accountable for the right things in the right ways. The covert way in which the Committee's decision was taken will undermine professional trust and public confidence in it developing a revised accountability framework that meets this basic test.

The Committee's decision to appoint Ofsted as the inspectorate of schools and colleges in Guernsey and Alderney, without any discussion, is therefore deeply regrettable.

The NASUWT wrote to the President of the Committee, Deputy Matt Fallaize, outlining the Union's concerns and calling for the Committee to engage with the NASUWT at the earliest opportunity to establish a genuinely fit-for-purpose accountability framework that will support the work of teachers and leaders in providing high-quality learning experiences for all children and young people. A copy of the letter is available on the NASUWT website at www.nasuwt.org.uk/Guernsey.

Deputy Fallaize responded swiftly to this letter, and a meeting is currently being organised either during the summer break or early in the new academic year to discuss the issues relating to the accountability framework.



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